

GiHA WG Meeting Notes

06.02.2023; 14:00 – 15:30 UNHCR Conference Room and Online Cox's Bazar, Bangladesh

No	Participants	Organisation	Location
01	Mehtap Tatar — Co-chair	UN Women	
02	Tahmina Parvin – Co-chair	UNHCR	
03	Liz Pick	UN Women	
04	Mostarin Shamanta Rahman	Protection Sector	
05	Amir Hossen	NGO Platform	
06	Priyanka Chakma	GBV Sub-Sector/UNFPA	
07	Keya Sharmin	UNFPA	
08	Shahria Nahrin Momota	YWL	
09	Kaniz Fatema	YWL	In norcon
10	Rima Sultana	YWL	- In person
11	Rohela Mortuja	YWL	
12	Lotfur Nesa Akter	YWL	
13	Fahim Farzana	JNUS	
14	Moury Rahman	UN Women	
15	Marisa Maclennan	ISCG	
16	Ireve Kouame	UNHCR	
17	Manas	BNPS	
18	Tasmia Akhi	JNUS	
19	Kaniz Fatema	BRAC	
20	Sayedul Amin Arman	HELP Cox's Bazar	
21	Rumpa Dey	IOM	_
22	Farah Mahboob	Cordaid.	
23	Umma Aliya Mokta	Safeguarding focal from	
		NONGOG	
24	Shanta Dey	IOM GBV Protection	
25	Samrawit Assefa	GBViE Specialist, Health	Online
		Sector	Offilite
26	Tahmida Akter	Save The Children	
27	Halima Akter	RRWS	
28	Naim Ahmed	Start Fund Bangladesh	
29		Safeguarding and PSEA	
	Samiha Salam	Focal, Prottyashi	
30		General secretary. Upoma	
	Papiya Dey,	nari kolyan Sangstha.	



Agenda

- Welcome and introductions.
- Review of action points from the December meeting
- Discussion:
 - > Key Findings from Gender Equality at Workplace Rapid Assessment
 - ➤ International Women's Day
 - ➤ GiHA WG ToR and 2023 Workplan
 - ➤ AoB

Agenda and Key Discussion	Action Points
Welcome and Introductions	
Following a warm welcome from the GiHA WG Co-chair, all in-person and online participants introduced themselves and their organizations. It was the very first meeting in 2023.	
Review of Action Points from the December 2022 Meeting	
A quick overview of the updates of the successful completion of 16 Days of Activism, the status of the Rapid Survey on Gender Equality at Workplace and the GAM review report (draft) has been provided.	Final reports of the Rapid Survey on Gender Equality at Workplace and GAM review will be circulated within the first quarter of 2023.
Key Discussions	
Key Findings from Gender Equality at Workplace Rapid Assessment:	- GiHA members can share their feedback regarding the
Farzana Farid supported in writing the report on Gender Equality Rapid Assessment, which had been shared with ISCG later. 600 surveys and four focused group discussions have been analyzed to develop the report along with several recommendations. The key findings include: i) Among 600 survey responders, 40% were women, 59% were men, and 1% of them were non-binary. ii) Four FGDs included participants from 13 different organizations (UN, INGOs, and NGOs) with the HR and Operation and Management team members.	assessment report with Mehtap within this week - More concreate recommendations will be in the final report to highlight the need for more consistent and inclusive policies and practices to promote gender equality at



- iii) 84% participants positively rated the need for gender equality at the workplace is required
- iv) 88% men rated positive as they are satisfied with the existing gender equality at workplace in Cox's Bazar while 78% women rated positive and 64% of non-binary rated positive.
- v) For work-life balance, 170 comments have been received with mixed experience and some of the comments have been quoted in the report directly.

Recommendations: Some of the recommendations need to include in the draft report:

- i) Increasing representation of women in leadership
- ii) Addressing discrimination and harassment at workplace
- iii) Enhancing support for women staff and everyone's families.
- iv) Strengthening policies and practices of the existing policies related to gender equality
- v) Promoting inclusive language in the ToR during recruitment/procurement

Other recommendations by ISCG and meeting participants:

- ISCG's feedbacks include demonstrating trends review, desk review (more about Bangladesh context), and mentioning clear timelines about the next steps.
- ii) More local NGOs to target for this assessment in near future.
- iii) Ensuring PWD women's participation in the future assessment

International Women's Day (IWD) 2023

IWD celebration is planned for 8 March 2023. A draft plan has been shared by Liz where the theme, token of appreciation to the women, and messages have been openly discussed with the meeting participants. This year, the theme is DigitALL- *Innovation and technology for gender equality*. Few ideas have been generated and working/discussion group members from different agencies have been requested to share their interest – IOM and Save the Children showed their interest to join the IWD

- workplace in Cox's Bazar
- GiHA members are interested to look at the other comments by the survey participants, Mehtap will find out a way to give access to the comments without the details of the participants.

- Liz will share the concept note with the GiHA WG members and GBV SS for their input.
- Liz will also share a common calendar to include all the planned IWD activities to the GiHA WG members and GBV SS.
- By this week, agencies will express their



2023 campaign during the meeting. Agencies were requested to	interest to be part of the	
provide their input in the draft concept note of IWD 2023	IWD celebration	
	organizing committee	
	and will share the	
	contact details of the	
	dedicated staff for this	
	to Liz and chairs.	
GiHA WG ToR and 2023 Workplan	To be discussed in next	
	meeting.	
Could not discuss due to time constraint.		
Meeting Closed: 3:30 PM	Meeting length: 1.5 hours	